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**AFSCME MEF/CEO AND CITY OF SAN JOSE  
MEF & CEO JOINT BARGAINING CONTRACT NEGOTIATIONS 2015**

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**AFSCME MEF PROPOSAL – PROTECTIVE FOOTWEAR**

Proposed MEF language:

- 12.11 Protective Footwear. The City agrees to reimburse eligible employees for the purchase of protective footwear for up to ~~\$150~~ **\$250** for ~~full-time~~ employees when it is determined by the Director of Human Resources or designee that protective footwear is required for the ~~full-time~~ employee. Protective footwear shall meet established Occupational Safety and Health Administration's (OSHA) standards, current American National Standard for Personal Protection-Protective Footwear standards and requirements as determined by the City Safety Officer or designee. The City will replace protective footwear as needed, but no more than once per calendar year, unless the shoes are damaged beyond use due to a workplace incident. An individual may select an approved style that is more expensive than the City maximum by paying the difference.